

***Terms of Reference for Gender /Social Development Expert
Women Development Organization (WDO)***

A. JOB INFORMATION:	
Post title: Gender /Social Development Expert	<u>Nationals of:</u> OIC member states
Start Date of the Consultancy: 15 th March 2022	<u>Duration of the Consultancy:</u> Three Month
<u>Duty Station:</u> WDO HQ and \ or Virtual (depends on the task)	

B. WOMEN'S DEVELOPMENT ORGANIZATION (WDO)
<p>The newly established WDO will be the center of the gender equality architecture of the OIC and has a quadruple mandate that encompasses normative support and policy work, advocacy and outreach, coordination, and operational activities. These four components are complimentary to one another and seek to jointly advance gender equality and women's empowerment, and promote, protect and fulfil the human rights for women and girls within WDO Member States, as well as engage in cross-regional and global exchanges around human rights of women and girls in WDO countries.</p> <p><u>WDO's Objectives:</u></p> <p>The aim of the Organization is to advance women in the Islamic world. It shall be concerned with everything necessary to meet this aim, in particular through:</p> <ol style="list-style-type: none"> 1. Spreading awareness of women's social, economic, political, and cultural rights and highlight the role of Islam in safeguarding the rights of women; 2. Supporting member states in enacting the necessary legislations, laws and policies that support women's rights;

3. Conducting research and studies and issuing books, reports and publications that contribute to directing awareness of women's issues and achieving sustainable development goals related to women;
4. Supporting national efforts by strengthening the capacities of government institutions, civil society organizations and the private sector;
5. Raising awareness of the importance of empowering women in leadership roles;
6. Establishing an institutional mechanism and an observatory to follow up on women's issues, monitor successful experiences and practices, and disseminate them to member states;
7. Implementing policies, directions, and decisions of the Organization of Islamic Cooperation in the areas of women's development and advancing their capabilities;
8. Establishing and supporting projects relevant to sustainable development goals;

Organizing conferences, seminars and workshops in the member states that aim to enhance the role of women in society and raise awareness of their issues.

Rationale and Purpose of the Assignment:

A Strategic Partnership Plan between WDO and Islamic Development bank “IsDB” is taking place through a Technical Assistant (TA) project contributing in strengthening the institutional capacity of WDO to effectively realize its quadruple mandate that encompasses normative support and policy work, advocacy and outreach, coordination, and operational activities in the area of women’s empowerment. Through this TA grant operation, IsDB will support the WDO in the development of its new 4-year strategy and action plan, a policy/research paper for the promotion of women’s empowerment, a resource mobilization strategy, as well as capacity development activities for WDO staff. These interventions will be supported by the development of a fully integrated management and electronic archiving system to automate WDO’s business processes.

The success of WDO as an intergovernmental organization relies on guaranteeing sustainable support through the dedication of its member states, partners and stakeholders’

attention and action, and through the active engagement, dialogue and sharing of knowledge and experiences in different fields relevant to women's needs.

The IsDB's support to WDO, as the only specialized entity for women's empowerment is a strategic step towards advancing the status of women in OIC-IsDB member states in the long run. It is also worth stressing that any technical support provided to the WDO is effectively contributing to the implementation of IsDB's newly approved Women's Empowerment Policy.

This technical assistance project is in line with the IsDB's new "inclusive social development" strategic approach that has been mentioned several times in the Governors Roundtable during the IsDB 46th Annual Meeting in Tashkent, Uzbekistan and implements the guiding principle to "build capabilities in strategic pillars." In addition, it contributes to the realization of the OIC Plan of Action for the Advancement of Women and of the IsDB Women's Empowerment Policy and its Operational Strategy.

Main Objective:

The main objective of the TOR is hiring an expert in the field of Gender /Social Development, with extensive experience working with intergovernmental / development institutions.

C. DESCRIPTION OF THE TASK

Main Objective:

1. The expert is expected to develop a policy paper for the WDO on violence and harmful practices against women and girls (VAW&G and HPs) in accordance with WDO mandate and objectives.

SCOPE of the Assignment

- 1- The policy paper must include the following;
 - Background/Overview of the current situation within OIC countries;
 - Succinct analysis of findings, challenges and key issues;
 - Recommends ideas and proposes interventions aiming at:
 - a. Determining the places where VAW cases are recurrent;

- b. Building the capacities of health sector workers, social workers, law enforcement and justice personnel to offer quality protection and response services for victims;
- c. Support women's access to justice, particularly the poorest of the poor, women with disabilities and displaced communities;
- d. Ensuring stakeholders to be able to implement programs to counter harmful social norms and practices;
- e. Developing manuals, tools, drama and awareness campaigns targeting duty bearers (including religious figures, media, etc.) as well as communities to change social norms around VAW &G and HPs and bring transformation;

The Time Line of the deliverables:

Deliverables	Duration /time line
Present the Concept Note of the paper to WDO	90 Days
Deliver the outline of the Policy Paper with concrete ideas	
Submission of paper Drafts for review	
Deliver the final draft	

Method of Payment:

Payment will be disbursed through a bank transfer upon a satisfactory report based on the completion of the deliverables .

The remuneration of the consultant should be as follows

- a. 25% upon the delivery and acceptance of the concept note paper
- b. 25% upon the delivery and acceptance of the outline of the policy paper with concrete ideas
- c. 15% upon the delivery and acceptance of paper draft for review
- d. 35% upon the delivery and acceptance of the final draft report

D. REQUIRED QUALIFICATIONS

Education:

An advanced university degree in gender studies, social sciences, or related field.

Work Experience:

1. At least 10 years, regional and international experiences, and exposure to women's empowerment themes, specifically VAW and harmful practices;
2. Deep understanding and knowledge of the general social, economic and political environment of WDO and OIC member states;

Languages:

1. Fluent spoken and written English, and fluency in another WDO language is a must;
2. Fluency of a third language is an asset.

Other Essential Requirements:

- Nationality of one of the OIC member states

E. SKILLS

1. Sensitivity to other's point of view to influence behavior, change an opinion, or turn a situation around;
2. Strong Researching, analyzing and evaluating issues/situations;
3. Ability to run effective meetings, and facilitate group discussions to lead decision-making processes;
4. Developing tools and options

F. WDO COMPETENCIES

1. Teamwork;
2. Respecting and promoting individual and cultural differences;
3. Communication;
4. Producing results;
5. Building and promoting partnerships across the organization and beyond.

G. ADDITIONAL INFORMATION

1. Interested candidates must send the following:
 - CV
 - Example of previous works and policies developed;
2. Only candidates under serious consideration will be contacted;
3. If your candidature is retained for an interview, you will be required to provide, in advance, a scanned copy of the degree(s)/diploma(s)/certificate(s) required for this position. WDO

only considers higher educational qualifications obtained from an institution accredited/recognized in the World Higher Education Database (WHED), a list updated by the International Association of Universities (IAU)/United Nations Educational, Scientific and Cultural Organization (UNESCO). The list can be accessed through the link: <http://www.whed.net/>. Some professional certificates may not appear in the WHED and will require individual review;

4. Any appointment/extension of appointment is subject to WDO Staff Regulations, Staff Rules and Manual.